

REMUNERATION OF THE CORPORATE OFFICERS OF EUTELSAT COMMUNICATIONS FOR FISCAL YEAR 2014-15

During its meeting held on 29 July 2015, and based on a recommendation by the Governance, Selection and Remuneration Committee, the Board of Directors of Eutelsat Communications approved the fixed and variable components of compensation paid to Michel de Rosen, Chairman and CEO and Michel Azibert, Deputy CEO.

Fixed and variable compensation for FY 2014-15 are presented in the tables below:

Fixed compensation

	FY 2014-15
Michel de Rosen	€400,000
Michel Azibert	€346,080

Variable compensation

	FY 2014-15
Michel de Rosen	€350,000
Michel Azibert	€259,560

In accordance with the AFEP-MEDEF recommendation, the variable part of the corporate officers' remuneration is based on predetermined qualitative and quantitative targets. The annual variable portion for corporate officers for the financial year 2014-2015 may vary from 0 to 105 % of the fixed portion for M. de Rosen and M. Azibert. It is entirely determined by performance criteria that include:

For Michel de Rosen:

- Quantitative targets at Group level (52%), linked to turnover (for 30%), to EBITDA (for 40%) and consolidated net income (for 30%);
- qualitative targets (for 48%).

After reviewing the targets, the variable part of the CEO's remuneration, for financial year 2014-2015, stands at 87.6% of the gross annual fixed compensation, i.e. 350,000 Euros. The quantitative targets were achieved for 78.7% and the qualitative targets for 88.4%.

For Michel Azibert:

- Quantitative targets at Group level (33.33%), linked to turnover (for 30%), to EBITDA (for 40%) and consolidated net income (for 30%);
- Specific quantitative targets related to functions of Group Head of Sales and Development (for 33.33%);
- Qualitative targets (for 33.33%).

After reviewing the targets, the variable part of the Deputy CEO's remuneration for financial year 2014-2015 stands at 75% of the gross annual fixed compensation, i.e. 259,560 Euros. The quantitative targets were achieved for 78.7% and the qualitative targets for 78.4%.

Long Term Incentive Plan

Free Share Allocation Plan of 8 November 2012

Under this plan and subject to the achievement of the performance objectives set by the Board of Directors (a 25% objective based on cumulative EBITDA, a 25% objective based on average ROCE, a 25% objective linked to cumulative EPS and a 25% TSR-linked objective) over FY 2012-13, FY 2013-14 and FY 2014-15, Mr. de Rosen, CEO, could have received to a maximum of 20,900 free shares and Mr. Azibert could have received a maximum of 12,900 free shares.

On 29 July 2015, the Board of Directors decided on the definitive granting of 3,283 shares to Mr. de Rosen and 2 027 to Mr. Azibert, i.e. an acquisition rate of 15.71%. The definitive granting of these shares will take place as of 9 November 2015 subject to compliance with the condition of presence.

Phantom share allocation plan of 11 February 2015

On 11 February 2015, the Board of Directors approved a plan for the allocation of phantom shares to Corporate Officers, executives and to certain employees of the Group.

Cash bonus payment is based on the number of phantom shares definitively granted which is subject to both a performance conditions and a condition of presence in the Company over the three relevant financial years (financial years 2014-15, 2014-16 and 2016-17).

The number of phantom shares theoretically acquired is equal, for Mr. de Rosen to 130% (100% for Mr. Azibert) of the gross annual base salary divided by the average prices of the Eutelsat Communications share over the last 20 trading days prior to the opening date of the plan.

Under this plan and subject to the achievement of the performance objectives (for one third an objective based on EBITDA, for one third an objective based on ROCE, and for one third a relative TSR objective over the defined period) set by the Board of Directors, Mr. de Rosen could benefit from a total of 20,775 phantom shares and Mr. Azibert from 13,827 phantom shares.

The definitive granting of these phantom shares will take place as of 1 September 2017 subject to fulfilment of the performance conditions mentioned above.

Within three years from the date of the definitive granting of the phantom shares and provided that the performances after the three years following the grant of the shares allow the vesting of at least 50% of the phantom shares granted, corporate officers have to own Eutelsat shares for an amount equivalent to a certain percentage of their salary. This percentage is 200% of the gross annual base salary for Michel de Rosen and 100% of the gross annual base salary for Michel Azibert.

In conformity with regulatory requirements, detailed information relating to the remuneration of corporate officers will be included in the Management Report which will be made available for the Annual General Meeting of 5 November 2015.